The Canadian Council on Social Development

Le Conseil canadien de Developpement social

86-02251/

WHAT IS CCSD?

Founded in 1920, the Canadian Council on Social Development (CCSD) is a national non-governmental, non-profit organization. Through independent research, policy analysis, community consultation and information sharing, the CCSD provides a forum for citizen participation in the formulation of enlightened social policies.

The CCSD is the only national organization whose mandate and involvement embrace all aspects of social development and social policy. Since its beginning, the Council has been actively involved in the evaluation of existing programs, the identification of essential improvements, and the promotion of needed developments. It has been a positive, non-partisan advocate of social measures such as universal inoculation, pensions, unemployment assistance, workmen's compensation, medicare, legal aid, daycare, and social and cooperative housing. The Council played an active role in the development of the Canada Assistance Plan and the Child Tax Credit, and has been a promoter of the Guaranteed Annual Income concept.

The CCSD is not a "think tank". It is the only national social research, advocacy and policy organization with an open public membership. CCSD's analyses, opinions, research and information reflect not only highly professional technical work but also the active analysis and shared experience of its broadly representative membership.

The Council's diverse membership includes concerned individuals as well as representatives from business, labour, government, public and private service organizations, voluntary associations and institutions. An annual meeting of the membership reviews the year's program and financial activities. Council activities are directed by a voluntary 39-member Board of Governors. Board members are formally elected at the annual meeting for terms of one, two and three years.

The CCSD is a major publisher in the field of social development. Publications include: research reports and policy briefs; **Perception**, a bi-monthly, bilingual magazine of social comment and analysis; **Overview**, a quarterly newsletter reviewing current national developments.

National headquarters of the Canadian Council on Social Development are located at 55 Parkdale Avenue, Ottawa, Ontario, K1Y 4G1. Tel: (613) 728-1865. Membership information is provided on the inside back cover.

QU'EST-CE QUE LE CCDS?

Le Conseil canadien de Développement social (CCDS) est une organisation nationale privée à but non lucratif fondée en 1920. Le Conseil encourage les citoyens à participer à l'élaboration de politiques sociales éclairées par voie de recherches indépendantes, d'analyses de politiques, de consultations communautaires et de dissémination d'informations.

Le CCDS est le seul organisme national dont le mandat et le secteur d'activités recouvrent tous les aspects du développement social et de la politique sociale. Depuis ses débuts, le Conseil participe activement à l'évaluation des programmes courants, à l'identification des améliorations jugées nécessaires et à la promotion des solutions qui s'imposent. Le Conseil s'est fait le porte-parole positif et non-partisan de mesures sociales telles que: les vaccins universels, les pensions, l'aide aux chômeurs, les indemnisations aux travailleurs, l'assurance-santé, l'aide juridique, les garderies, ainsi que le logement social et coopératif. Le Conseil a participé activement à l'élaboration du Régime d'assistance publique du Canada et du crédit fiscal pour enfants; il a de plus appuyé le concept du revenu annuel garanti.

Le CCDS n'est pas un "laboratoire d'idées" dans une tour d'ivoire. Il s'agit cependant du seul organisme national de recherche, de politiques sociales et de démarchage qui recrute ouvertement ses membres parmi le public. Les analyses, opinions, recherches et l'information produites par le Conseil découlent non seulement d'un travail technique hautement professionnel mais proviennent aussi de la réflection et de l'expérience partagées de membres largement représentatifs.

Parmi ces derniers, l'on retrouve des individus intéressés, ainsi que des représentants d'entreprises, de syndicats, de gouvernements, d'organismes publics et privés assurant la prestation de services, ainsi que d'associations et d'institutions bénévoles. Les membres du Conseil se réunissent annuellement afin de revoir le programme de l'année, ainsi que les activités financières du CCDS. Un bureau des gouverneurs composé de 39 membres bénévoles dirige les activités du Conseil. Les gouverneurs sont élus officiellement lors de la réunion annuelle pour un mandat d'une, deux ou trois année(s).

Le CCDS publie beaucoup dans le secteur du développement social. Ses publications comprennent entre autres: des rapports de recherches et des mémoires politiques; **Perception**, un magazine bilingue et bimensuel d'analyse et de critique sociale; **Perspective**, un bulletin trimestriel sur l'actualité nationale.

Les bureaux du Conseil canadien de Développement social sont situés au 55, avenue Parkdale, Ottawa, Ontario, K1Y 4G1. N° de téléphone: (613) 728-1865. On retrouvera des détails complémentaires sur l'adhésion à l'endos de la couverture arrière.

"YOUTH EMPLOYMENT AND INCOME SECURITY"

Presentors:
Harry MacKay, Ph.D./Senior Research Advisor
Peter Wray, B.S.W./Researcher

CANADIAN COUNCIL ON SOCIAL DEVELOPMENT

SPECIAL SENATE COMMITTEE ON YOUTH — Public Hearings

3:30 p.m. Wednesday, Sept. 11, 1985
Room 250, East Block/Parliament Hill

[Some of this material was presented earlier to two gatherings of youth: National Cross-Cultural Youth Conference — sponsored by the Canadian Ethnocultural Council (Aug. 10th), and, Special Committee on Youth — Public Hearings — Fourth Session of The Youth Parliament of Canada (Aug. 19th).]

YOUTH EMPLOYMENT AND INCOME SECURITY

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YOUTH EMPLOYMENT AND INCOME SECURITY

The Canadian Council on Social Development [CCSD] welcomes this opportunity to contribute to the formulation of progressive policies with respect to youth. Of the four topics of interest to the Special Senate Committee on Youth the CCSD will focus on the concerns of youth employment and income security.

The CCSD is a national, private non-profit, non-partisan social research and advocacy organization, with an open membership. We address the social development concerns of employment, income security, social services, justice, health, citizenship, housing and education. The situation of youth is examined under each concern.

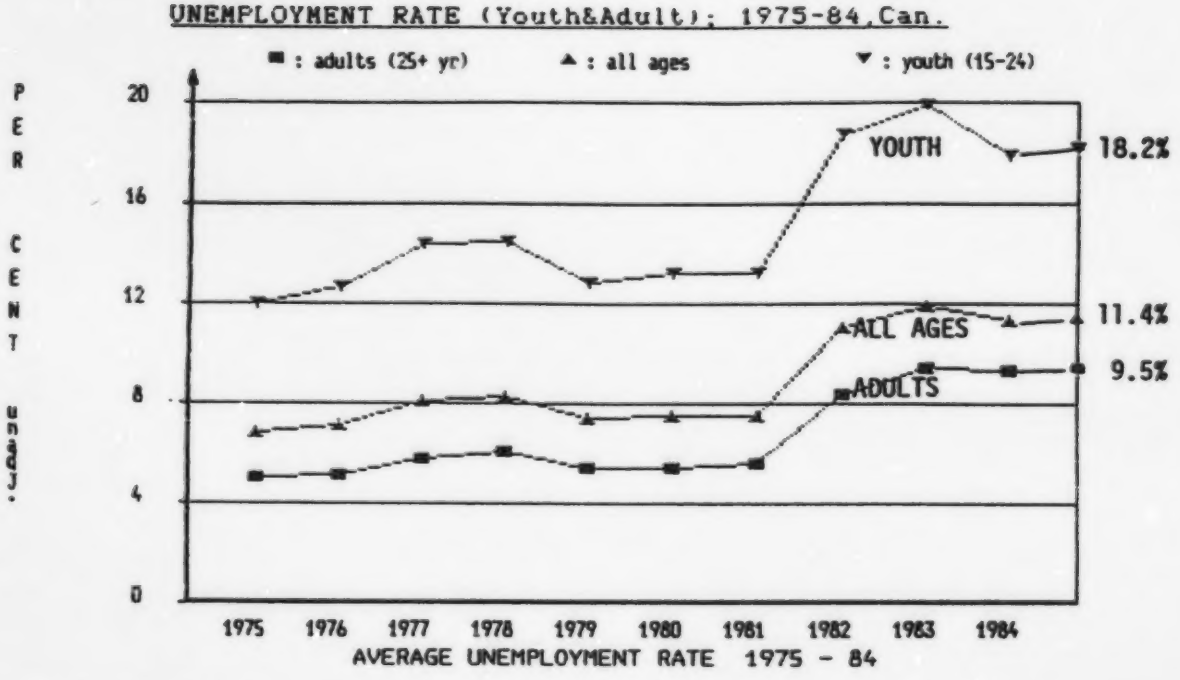
The Council is very aware of the disadvantaged situation of youth (15-24 years of age) in the areas of employment and income security. We will discuss here how youth suffer unemployment twice the rate of adults, react very negatively to being unemployed, do not benefit from job creation, and may be ineligible for or receive social assistance at a level far below that of adults. This presentation will close with recommendations for changes in employment and income security policies.

YOUTH UNEMPLOYMENT RATE 18-20 PER CENT

According to The labour force monthly survey by Statistics Canada, as you will observe on Graph #1, over the past ten years the youth unemployment rate has been at least twice that of adults. In the post-recession or recent period of economic recovery in

Graph # 1

YOUTH UNEMPLOYMENT



	Per Cent (unadjusted)										Jan-Jun85
Youth	12.0	12.7	14.4	14.5	12.9	13.2	13.2	18.8	19.9	17.9	18.2
All-Ages	6.9	7.1	8.1	8.3	7.4	7.5	7.5	11.0	11.9	11.3	11.4
Adults	5.0	5.1	5.8	6.1	5.4	5.4	5.6	8.4	9.4	9.3	9.5

INTERPRETATION: THE OFFICIAL UNEMPLOYMENT RATE IN CANADA HAS AVERAGED OVER 11 PER CENT IN THE PAST THREE AND ONE-HALF YEARS. YOUTH (15-24) UNEMPLOYMENT HAS AVERAGED 18-20 PER CENT, TWICE THAT OF ADULTS AT NINE PER CENT.

Data Source: Statistics Canada, The labour force (71-001 Monthly).

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1983, 1984, and the first six months of 1985, 18-20 per cent of youth in the labour force have been unemployed, twice the adult rate of nine per cent.

But the one-half million unemployed youth in the first six months of 1985 (semi-annual average) is only part of the real unemployment picture. If one counts the "under-employed" (those working part-time who wish they were full-time: 195,000 monthly Jan-Jun85), and also considers the "discouraged" (those not looking for work because they believe no work is available: 21,000 monthly Jan-Jun85), along with the number officially unemployed (506,000 monthly Jan-Jun85), "real" or full youth unemployment averages 722,000 or 25.8 per cent! "Real" unemployment, all ages, in the first six months of 1985 has averaged 2,009,000 Canadians; or 16.1 per cent (official average of 11.4%) [see Graph #6 in Appendix].

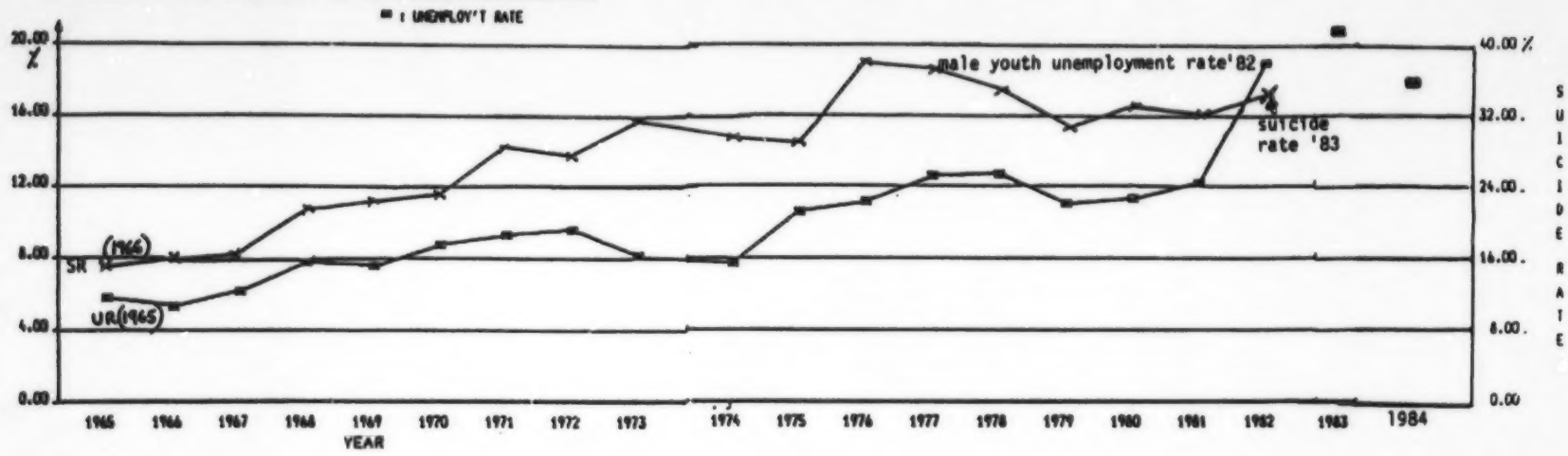
If you accept "real" unemployment for youth is one-in-four and that fewer youth in the near future will not reduce their unemployment rate from twice that of adults (one-in-eight), with almost three-quarter million 15-24 year old Canadians "really" unemployed, then surely youth should become an affirmative action target group for employment measures, along with disabled persons, women, and Native persons.

SOCIAL IMPACT OF YOUTH UNEMPLOYMENT

That one-in-four youth is "really" unemployed, with many facing impermanent employment at best (41 per cent of teen-agers in the

GRAPH # 2

MALE YOUTH UNEMPLOYMENT AND SUICIDE



UR82: 19.0%
SR83: 34.2 per 100,000.

INTERPRETATION: THE SUICIDE RATE OF MALE YOUTH (20-24 years of age) IS AFFECTED BY THEIR EARLIER UNEMPLOYMENT RATE. THE CORRELATION BETWEEN MALE YOUTH (20-24) UNEMPLOYMENT WITH THE SUICIDE RATE ONE YEAR LATER IS .46 (1965-83), A SIGNIFICANT RELATIONSHIP AT 95% LEVEL.

Data Source: Statistics Canada, Historical Labour Force Statistics (71-201), and Mortality (84-206).

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labour force in 1979 were unemployed at some time compared to 12 per cent of older participants), then it is small wonder that the social impact of youth unemployment is negative.

Thanks to the volunteered work of Fran\oise Lodh at the CCSD we can look at male youth who are 20-24 years of age, to see whether there is a relationship between being unemployed one year and commiting suicide the next year. On Graph # 2 you will observe the suicide rate of male youth is affected by their earlier unemployment rate [r = .46; s = .05], a statistically significant relationship (though not so strong as to be predictable).

In 1982, when the economic recession was at its worst, suicide became the number one killer for 35-44 as well as the usual 15-34 year old age group in Toronto (according to Dr. Trevor Hancock, then Assistant Medical Officer with the public health department). This finding squares with those of Dr. Harvey Brenner from Johns Hopkins University who reports that the unemployment rate is the most reliable indicator of recession-related injury.

We can also look to the study, Alcohol in Canada: A National Perspective (1984: Health & Welfare Canada), which indicates that unemployed Canadians with lower incomes report a higher proportion of drinking-associated problems (e.g., 1,170 or 43 per cent of 2700 alcohol related traffic deaths in 1980 involved young persons).

This mention of youth suicide and excessive use of alcohol (or drugs) is but a brief examination of the social impact of youth unemployment, which could be considered private non-economic loss. Other types of social costs would be private economic loss (loss of income, increased poverty), public economic losses (lost income taxes, pay-out of unemployment compensation, medical, mental health, social and justice services), and public non-economic loss (societal disorganization, loss of economic and political morale, increasing disregard for law and order).

TOO LITTLE YOUTH JOB CREATION

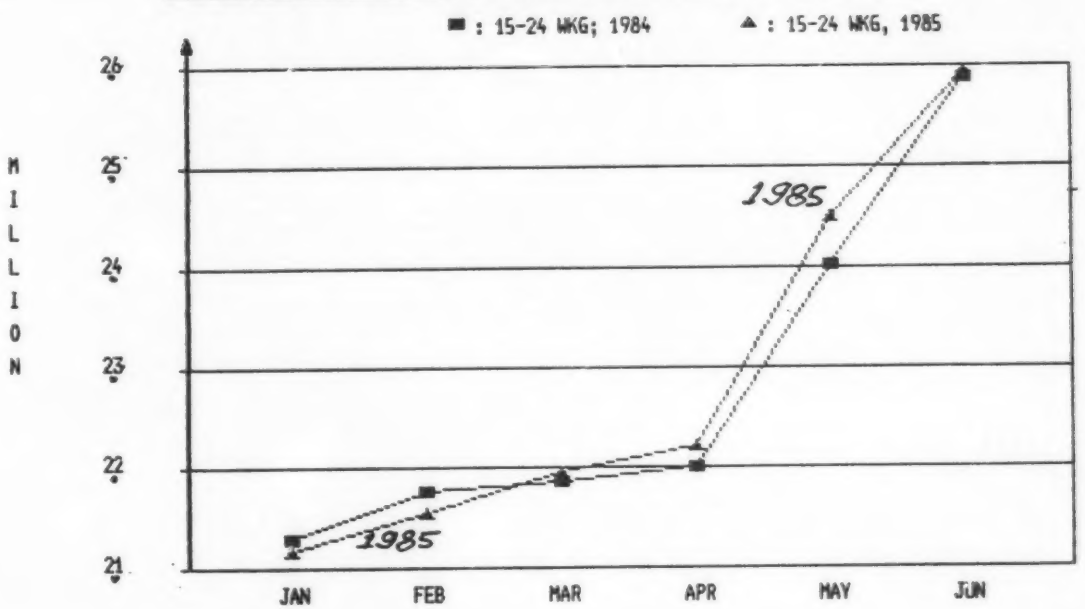
Contrary to what you may have heard, youth employment has remained about the same. Youth job creation is up about 9,000 in the first six months of 1985 as compared to 1984, a rise of 0.4 per cent. The accompanying Graph # 3 shows the monthly average youth employment Jan-Jun84 was 2,280,000, and Jan-Jun85: 2,289,000.

The number of employed 15-19 year olds declined by an average of 7000 (-0.9%) in the first six months of 1985, and employed 20-24 year olds increased by an average of 16,000 (+1.1%).

This "no growth" in youth job creation is evidence that governments cannot rely on the private for-profit sector (in the third year of economic recovery) to generate the needed jobs for young people. Increased funding for direct youth job creation is required, not short-term make-work projects, but long-term real-work that is socio-economically useful.

Graph # 3

EMPLOYED 15-24 YR. OLDS



000s	FIRST HALF-YEAR 1984 and 1985						Average
1984:	2128	2175	2186	2199	2402	2588	2280
1985:	2117	2154	2196	2221	2450	2596	2289
CHANGE:-	11	- 21	≠ 10	≠ 22	≠ 48	≠ 8	6 mo. aver:≠9. or 0.4%

INTERPRETATION: THE NUMBER OF EMPLOYED 15-24 YEAR OLDS IN CANADA IS UP ONLY SLIGHTLY (9,000 or 0.4 per cent) IN THE FIRST SIX MONTHS OF 1985, AS COMPARED TO 1984. JOB CREATION FOR YOUTH IS ALMOST STATIC.

Data Source: Statistics Canada, The labour force (71-001 Monthly).

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YOUTH DISCRIMINATION IN SOCIAL ASSISTANCE

Youth (mainly unemployed youth) comprise almost one-half of social assistance caseloads in many centres across Canada (e.g., 40% in Ottawa, and 47% in Winnipeg). But youth suffer discrimination in qualifying for and receiving an adequate level of social assistance.

The Council surveyed (by telephone in June 1985) social assistance rates for a 17 and 24 year old single man , and a 17 and 24 year old single woman with a dependent.

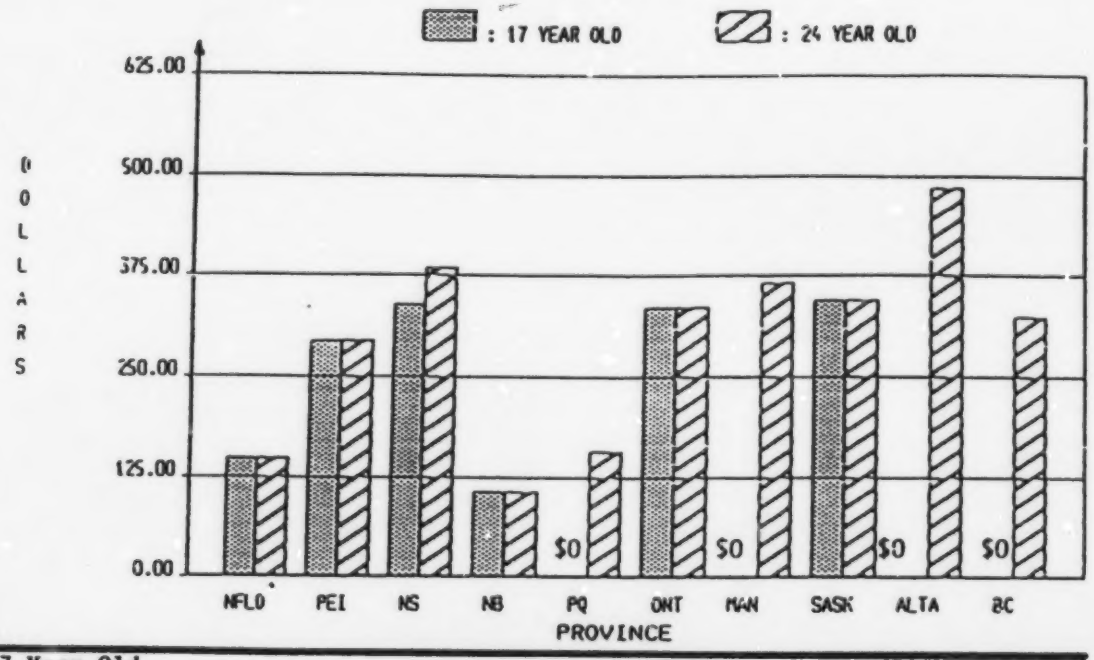
An "employable" out-of-school 17 year old single man is considered a dependent upon his or her parents, and therefore ineligible for social assistance in four-of-ten provinces. As you will note on Graph # 4, in the six provinces which do grant social assistance, rates varied from a low of $108 in New Brunswick to $345 per month in Saskatchewan.

An "employable" out-of-school 24 year old single man would be eligible for social assistance in all ten provinces, ranging from a rate of $108 to $484 per month (see Graph # 4). In determining the rate, Newfoundland did not provide any shelter allowance, while Alberta included a housing allowance of $290. Similarly, clothing and food considerations went from a low of $94 in PEI to $194 in Alberta.

Graph # 4

YOUTH SOCIAL ASSISTANCE
-- MEN

CASES #1 AND #2



17 Year Old										
Shelter	0	200	200	N/A	0	142	0	222	0	0
Clothing/Food	150	94	139	N/A	0	193	0	123	0	0
Total	150	294	339	108	0	335	0	345	0	0
24 Year Old										
Shelter	0	200	200	N/A	N/A	142	200	222	290	200
Clothing/Food	150	94	183	N/A	N/A	193	165	123	194	125
Total	150	294	383	108	158	335	365	345	484	325

INTERPRETATION: IN FOUR OUT OF TEN PROVINCES IN CANADA A 17 YEAR OLD SINGLE MALE WOULD NOT BE ELIGIBLE FOR ANY FORM OF SOCIAL ASSISTANCE. IN THE PROVINCES WHERE HE IS ELIGIBLE FOR ASSISTANCE THERE IS NO GUARANTEE THAT IT WILL BE ADEQUATE BECAUSE OF THE DRASTIC VARIATIONS BETWEEN PROVINCES FORM A LOW OF $108/MONTH IN NEW BRUNSWICK TO A HIGH OF$345 IN SASKATCHEWAN. IN EVERY PROVINCE A 24 YEAR OLD MALE WOULD BE ELIGIBLE FOR SOCIAL ASSISTANCE OF SOME FORM, BUT AGAIN THE RANGE OF ASSISTANCE IS VERY BROAD: FROM $108 TO $484. THE DETERMINATION OF THE LEVEL OF ASSISTANCE IS ALSO INCONSISTENT. THE ALLOWANCES FOR SHELTER RANGE FROM NOTHING IN NEWFOUNDLAND TO $290 IN ALBERTA. SIMILARILY, CLOTHING AND FOOD ALLOWANCES RANGE FROM $94 IN PEI TO $194 IN ALBERTA.

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YOUTH EMPLOYMENT AND INCOME SECURITY

Moving on to the situation of young women, we find (see Graph # 5), again, that an out-of-school 17 year old single woman (but with a dependent) would not be granted social assistance in four provinces because she is considered dependent upon her parents. In provinces where deemed eligible, rates varied from $254 in New Brunswick to $589 per month in Newfoundland.

A 24 year old single woman with a dependent would have received (June 1985) social assistance ranging from $421 in PEI to $589 per month in Newfoundland. In determining the rate, allowances for shelter went from $138 in Ontario to $290 in Alberta, and allowances for clothing and food spanned $221 in New Brunswick to $389 in Newfoundland.

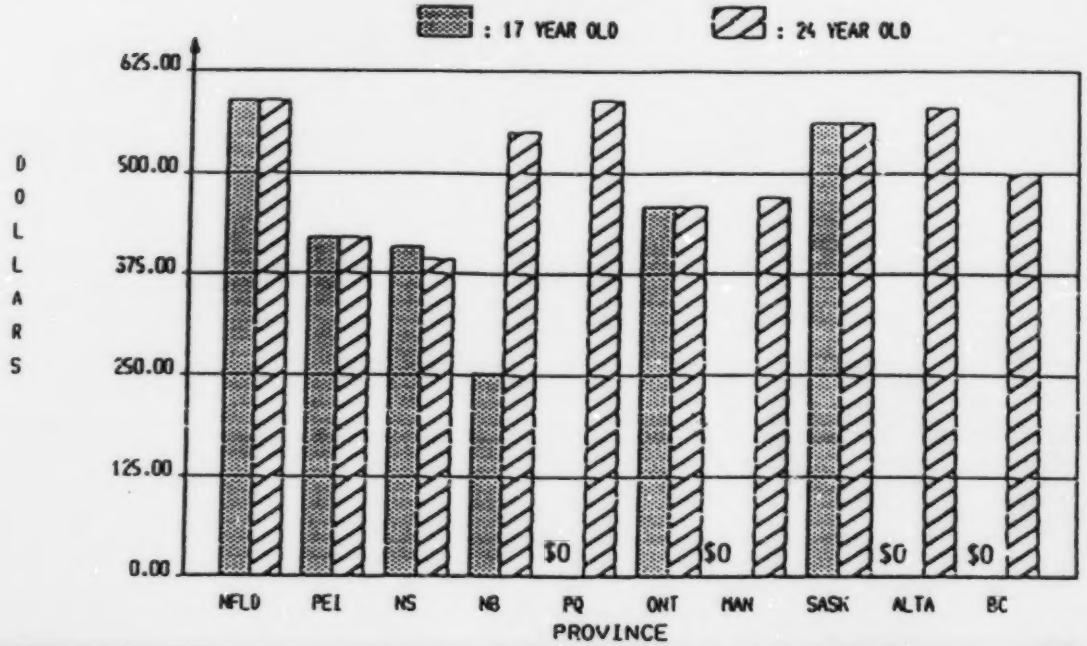
Social assistance must be provided, equitably, across this country. We may have to begin to set standards in the provision of social assistance through the Canada Assistance Plan. "Employable" out-of-school 17 year olds may be quite independent of their parents, paying taxes just like older folks ($2.8 billion federal and provincial taxes paid by youth in 1982). Discrimination in the provision of social assistance on the basis of age should no longer be tolerated; possibly a court challenge under the new Charter of Rights and Freedoms will bring a stop to such practices.

Beyond the problem of ineligibility, welfare rates need to be equalized, so that the level of assistance is uniform, wherever a

Graph # 5

YOUTH SOCIAL ASSISTANCE
-- WOMEN

CASES #3 AND #4



17 Year Old										
Shelter	200	200	200	0	0	137	0	255	0	0
Clothing/Food	389	221	208	254	0	320	0	308	0	0
Total	589	421	408	254	0	457	0	563	0	0
24 Year Old										
Shelter	200	200	200	296	N/A	137	200	255	290	200
Clothing/Food	389	221	194	254	N/A	320	269	308	289	300
Total	589	421	394	550	590	457	469	563	579	500

INTERPRETATION: IN FOUR OUT OF TEN PROVINCES IN CANADA A 17 YEAR OLD FEMALE WITH ONE DEPENDENT WOULD NOT BE ELIGIBLE FOR SOCIAL ASSISTANCE DUE TO HER AGE. BETWEEN THOSE PROVINCES WHERE SHE CAN RECEIVE ASSISTANCE THERE IS A GREAT DEAL OF VARIATION IN THE LEVEL OF ASSISTANCE. IN NEW BRUNSWICK SHE WOULD RECEIVE ONLY $254/MONTH WHILE IN NEWFOUNDLAND SHE COULD RECEIVE MORE THAN DOUBLE THAT AMOUNT ($589/MONTH). A 24 YEAR OLD WOMAN WITH ONE DEPENDENT WOULD BE ELIGIBLE FOR ASSISTANCE IN EVERY PROVINCE, BUT AGAIN THE LEVEL OF ASSISTANCE IS VERY INCONSISTENT RANGING FROM $421 IN PEI TO $589 IN NEWFOUNDLAND. THE DETERMINATION OF THE LEVEL OF ASSISTANCE IS ALSO INCONSISTENT. THE ALLOWANCES FOR SHELTER RANGE FORM $137 IN ONTARIO TO $290 IN ALBERTA. SIMILARILY THE CLOTHING AND FOOD ALLOWANCES RANGE FROM $221 IN NEW BRUNSWICK TO $389 IN NEWFOUNDLAND.

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youth resides, and equal to rates provided to older Canadians. For both youth and adults the welfare rate must be increased to reach above the poverty line (CCSD 1985 estimate: $798/mo. for a family size of one, and $1,330/mo. for a family size of two).

SOLUTIONS

1. MORE DIRECT JOB CREATION

Much more direct youth job creation would cut into the unacceptably high one-in-four "real" unemployment rate for young Canadians. Since demand deficiency (not enough jobs) is the major explanation of the high unemployment levels suffered over the past three years, despite a growing economy, we must give equal effort to create jobs for those without opportunity, just as we intend to create on-the-job training for those without or with the wrong skills. The failure of the supply-side approach (a growing economy will produce the needed jobs) necessitates a demand-side strategy, namely direct job creation.

The Council believes that direct job creation mainly in the private for-profit sector, almost ignoring the private non-profit sector is a 'missed opportunity'. There is employment potential in the voluntary sector (est. 175,000 paid employees), particularly in newly created jobs that would generate revenues from sale of memberships, information, and services, while ensuring the economic recovery and long-range service development of the sponsoring organization. Given such phenomena as an aging population, deinstitutionalization, and suffering from long-term unemployment, with consequent high demand for human services, we

could double the jobs in non-profit organizations within four years or so.

2. CANADIAN YOUTH POLICY INSTITUTE

The CCSD supports the proposal by the Canadian Council on Children and Youth for a 'Canadian Youth Policy Institute', in which 12 young people (each year) would engage in on-the-job training as research analysts of federal youth policies and programs. Each youth analyst would be assigned to such subject areas as 'youth employment', 'juvenile justice', 'post-secondary education', and 'youth as consumers'.

A newsletter would include reports from the youth analysts, describe the policy positions of political parties of concern to youth, share information about the activities of youth organizations, and facilitate the growth of a youth network.

We solicit your support for a 'Canadian Youth Policy Institute'.

3. NATIONAL YOUTH SERVICE PROGRAM [NYSP]

The damage caused by restricted opportunity, frustration, resentment, resignation, apathy, and self-destruction can be prevented, if not by full-employment tomorrow, then by the launching of a National Youth Service program [NYSP]. Youth can be truly challenged to work and serve their country or community at the same time. It would not be a strange idea to youth that they have a responsibility to the larger society; it should not be an unwelcome thought that society should provide opportunities and

rewards for such contributions. With learnings from such program models as the Peace Corp (USA), Company of Young Canadians, Canadian University Services Overseas, Opportunities for Youth, Katimavik, and others, a NYSP can become a reality — if youth are integrally involved in all decisions and actions.

RECOMMENDATIONS

Having examined how youth are:

— twice as likely as adults to suffer unemployment

— more likely to commit suicide or drink heavily if unemployed

— not benefiting from job creation programs

— being discriminated against in securing social assistance,

and, having looked at three possible solutions to increase youth employment and income security, namely, more direct youth job creation, a Canadian Youth Policy Institute, and a National Youth Service Program...

It is therefore recommended that,

1. —youth be designated a target group for affirmative action employment programs;

2. —substantially more direct job creation funds be provided to youth, particularly in private non-profit organizations and in the public service (where so many cutbacks in resources and staffing have deteriorated the provision of needed human services);

3. —a national study of the social impact of unemployment be

conducted (the findings of which might "drive" or catalyze better employment policies and programs);

4. —social assistance be granted, equitably, to youth across Canada, and at adequate levels (above the poverty line);

5. —governments pursue a full employment policy, one measure being the guarantee of school, training or paid-work for anyone unemployed for more than four months (an option identified in the training consultation document of Employment and Immigration Canada, and as is the case in Sweden where the 'Youth Team' program guarantees work to all unemployed 18- and 19-year-olds for at least 4 hours/day, five days/week) [see desciption of Swedish Youth Teams in Appendix];

6. —governments, business and labour actively work toward redistributing paid work in Canada, one measure being some limitation of over-time (persons working over 40 hours/week put in 28,571,200 hours-per-week of "over-employment" — equivalent to 816,320 35 hours/week jobs);

7. —governments encourage public-private job creation in local economic initiatives [LEI] or community economic development which pursue social profits as community based enterprises;

8. —youth volunteer their participation or be recruited to serve on Local Advisory Councils now being set up at each Canada Employment Centre, to plan and deliver labour-market programs and employment services targeted to the local community;

9. —a Canadian Youth Policy Institute be established, as proposed by the Canadian Council on Children and Youth;

10. —the Unemployment Insurance Task Force be urged to consider any changes within a comprehensive income support scheme, one measure being to cover short-term spells of unemployment with adequate wage replacement rates, while a Guaranteed Annual Income [GAI] would protect the long-term unemployed (644,000 Canadians being unemployed for longer than six months in 1984).

11. —more and improved co-operative education programs be accessible to secondary students (40% of whom drop-out in Ontario) to narrow the school-workplace gap (to offer career exploration, skills training, socialization to the world of work, and improved access to jobs).

CONCLUSION

The Canadian Council on Social Development looks forward to constructive comments and criticisms of the above views and recommendations. In this International Year of Youth it would be most regretable if we only concluded that things could be worse. We can, if we try, do better in meeting youth hopes for the future.

For further information or to register your reaction:
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THE SWEDISH EXPERIMENT

Star writer David Crane visited Sweden to discover how that country--with fewer people than Ontario--has got unemployment down to 3 per cent.

5-part series of articles IN THE TORONTO STAR, April 6-10/85.

--government commitment to a full employment policy

--when there are no jobs in industry and retraining is not the answer, government acts as an employer of last resort, creating many different kinds of temporary jobs (Sweden has 16.3 public employees per 100 citizens, Canada 7.8)
(public sector employees rep 33.8% of Swedish labour force, 16.4% of Canada's).

--thus, while Canada has 11 per cent unemployment, Sweden has 3 per cent unemployment, with 4 per cent of its labour force in training, temporary public jobs or in special work programs for teenagers and others (partic rate of 82 per cent of 16 to 64 yr old Swedes vs. 63 per cent of 15 to 64 yr old Canadians)

--government support for growth industries, not for ailing industries ($1.8B in 1982-83 and $151M in 1983-84 to ailing industries)

--$2.7B labour market program budget
- $406M job creation (relief work and recruitment subsidies)
- $405M job adjustment and employment -- special measures
- $275M labour market training (aver. 70% grads get jobs)
- $178M youth teams

YOUTH TEAMS

--guarantee of work for all unemployed 18- and 19-year-olds: at least 4 hrs/day, five days-per-week.

--"In 1982 Volvo set up a Youth Recruitment Program that took on, for short-term employment, 1,600 young people the company really did not need. ' In the end we gradually recruited more than half of them on a permanent basis,' according to Volvo's Gylenhammar. 'Their introduction to industry was important to them. They were linked to ongoing activities and not left to themselves. They were liked and got a platform from where they were recruited, and they were eventually needed.'

--44,000 teenagers on the youth team program in 1985, being paid welfare-level wages to do such things as work in a municipal carpentry shop, building park benches, playground equipment and toys for day care centres

--any unemployed 18- or 19-year old must be placed on a youth team if no other job has been found at the end of three weeks.

--participants on youth teams for more than four months are assessed as to whether they should be transferred to job-training programs or whether they need more direct help in looking for a job.

--the labour market program includes the youth teams, intensive job retraining (e.g., 4-week word processing course), government make-work jobs and sheltered workshops for the handicapped and hard-core unemployed who cannot get work elsewhere (sewing, framing pictures -- and selling products locally)

--"Until we introduced the youth teams we had the highest unemployment among 18- and 19-year-olds" (Anna-Greata Leijon, minister of labour /Social Democratic Party). "We took the money society was going to have to provide them anyway, and used it to provide short-term work, creating a system where we could guarantee work. And society benefits from the work the youth teams do."

--the president of the Stockholm stock exchange, Bengt Ryder, asks "What is the alternative (to guaranteed employment for youth)? To put young people on welfare or have them give up?" "In our communities there are always important things to do. The social needs and the things to do are unlimited. So it's a worthwhile experiment."

--over-seeing the labour market program is the National Labor Market Board whose task is to provide a job or training to the unemployed. Both business and labour have a number of representatives on the labour market board.

--special job creation/relief work: wage subsidy of 50% to the private sector for temporary jobs (max. 6 mos.), 75% to local governments and 100% to the national government for jobs in offices, hospitals, parks, forests and other activities (80,000 per month in 1983, 20,000 July 1/85+)

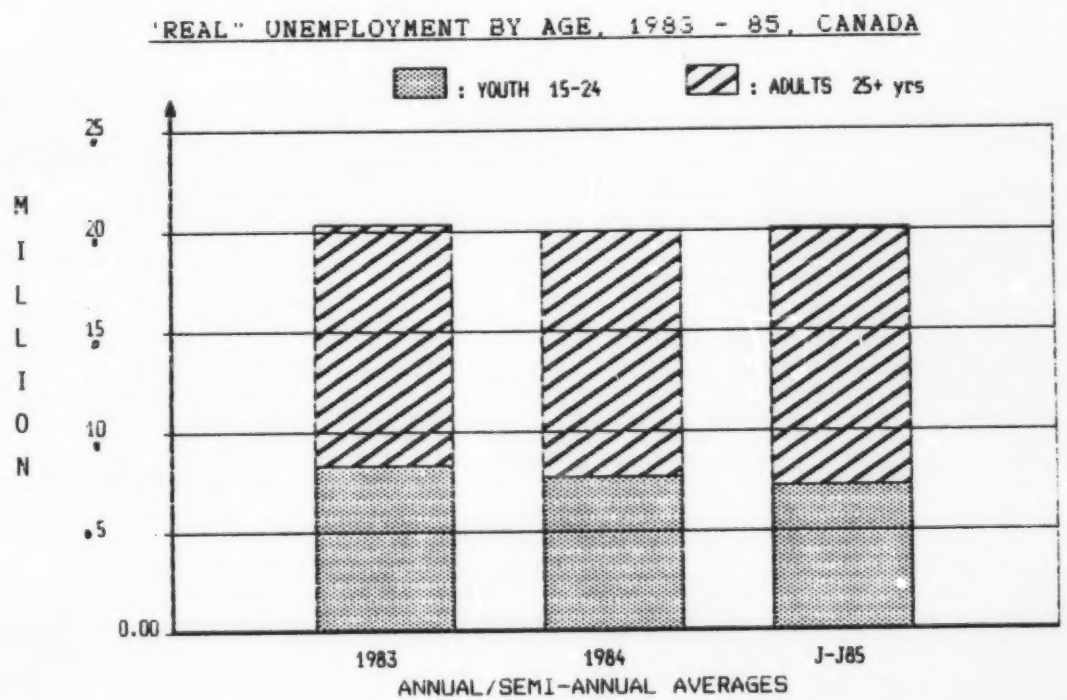
-- recruitment support program: priority given to persons who have been without work for six months or longer and to those more difficult to place (50% of wage costs for six months--15,000 per month over the next year)

CCSD/Jun85

Appendix

Graph # 6

"REAL" UNEMPLOYMENT



ALL AGES:	2,030	1,999	2,009	Million Canadians really unemployed
ADULT (25+)	1,202	1,230	1,287	
YOUTH (15-24)	828	769	722	
% Youth.....	40.8%	38.5%	35.9%	

CCSD/JUL85

The Canadian Council on Social Development

Membership Information

AS A MEMBER OF THE COUNCIL,

- you support work aimed at improving our social and economic environment;
- you participate in a network of other people sharing your social commitment;
- you are continuously informed of innovative ideas and major developments as they occur.

YOU ARE ENTITLED TO

- **Perception**, our bi-monthly magazine on social development;
- **Overview**, our newsletter linking the Canadian human services community;
- Preferential rates for participation in Council conferences and workshops;
- Information about new publications;
- The Council's annual report;
- Voting privileges at annual meetings.

AGENCY MEMBERS ALSO RECEIVE

- occasional free publications;
- two issues of **Perception** and **Overview**;
- other CCSD newsletters such as **Initiative** and **Crime Victims**;
- access to CCSD resources for consultation.

Membership Fees	
Individuals:	
• Participating	$40
• Sustaining	$75
Organizations:	
Annual budget	
• less than $100,000	$ 75
• $100,001 to $300,000	$125
• over $300,000	$200
• Affiliate	$500
Libraries:	$40
Municipalities:	
• per 1,000 population (minimum fee $100)	$2.50

To become a member, provide us with your name, the name of your organization (if applicable), complete address, membership category, and send along with your cheque to: CCSD Membership Services, 55 Parkdale, Ottawa, Ontario, K1Y 4G1. Telephone: (613) 728-1865

The CCSD is a non-profit organization registered under the Tax Act relating to charities; tax receipts are issued for all donations and financial contributions.

Le Conseil canadien de Développement social

Les adhésions

EN TANT QUE MEMBRE DU CONSEIL

- vous appuyez des efforts visant à améliorer notre environnement social et économique;
- vous faites partie d'un réseau d'individus partageant votre engagement social;
- vous demeurez à la fine pointe de l'information en matière de développement social.

DE PLUS, VOUS RECEVEZ:

- **Perception**, notre revue bi-mensuelle de développement social;
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- des tarifs préférentiels lors de votre participation aux conférences et aux ateliers du Conseil;
- des renseignements au sujet des nouvelles publications du Conseil;
- le rapport annuel du CCDS;
- le droit de vote à l'assemblée annuelle.

LES AGENCES ET ORGANISMES MEMBRES REÇOIVENT ÉGALEMENT:

- certaines publications gratuites de temps à autre;
- deux exemplaires de **Perception** et **Perspectives**;
- les bulletins d'information du CCDS tels que **Initiative** et le **Bulletin des victimes d'actes criminels;**
- le droit de se prévaloir des ressources du Conseil, à titre consultatif.

Catégories et frais d'adhésion	
Particuliers:	
• de participant	40$
• de soutien	75$
Organisations:	
Budget annuel	
• moins de 100,000$	75$
• entre 100,001 et 300,000$	125$
• plus de 300,000$	200$
• Affiliées	500$
Bibliothèques:	40$
Municipalités:	
• par millier d'habitants (frais minimum 100$)	2,50$

Afin de devenir membre, veuillez envoyer votre nom, celui de votre organisme (le cas échéant), votre adresse complète, la catégorie d'adhésion, et votre chèque à l'adresse suivante: CCDS, Services aux membres, 55, avenue Parkdale, Ottawa, Ontario, K1Y 4G1. Numéro de téléphone: (613) 728-1865.

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